

Department of Iowa Finance Authority Facts – FY '09

http://www.iowafinanceauthority.gov/index.cfm



General Information

Address: 2015 Grand Avenue
Des Moines, IA 50312

Workforce Data (unless otherwise noted, information provided is at the end of FY '09)

# FT EEs: 82	# PT EEs: 2	# Temporary EEs: 0	Average Length of Service: 9.37
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Span of Control: 7.55	% Performance Evaluations Completed: 90.24%	Total Unemployment Insurance Claims: 2
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	2	45-54	24	<25	0	45-54	7	# of Females:	52	# of Males:	30
25-34	11	55-64	21	25-34	0	55-64	3	% of WF:	63.41%	% of WF:	36.59%
35-44	22	65+	2	35-44	1	65+	0	Average Age:	46.40	Average Age:	47.75
Employee Average Age: 46.89				Supervisor Average Age: 51.38				Average Length of Service: 9.31		Average Length of Service: 9.48	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	5	# of African-American:	3	# of Non-minorities:	76
% of Workforce:	6.10%	# of Asian:	2	% of Workforce:	92.68%
Average Age:	48.18	# of American Indian:	0	Average Age:	46.62
Average Length of Service:	8.12	# of Hispanic or Latino:	0	Average Length of Service:	9.45

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	3	# of Persons With Non-Disabilities:	76
% of Workforce:	3.66%	% of Workforce:	92.68%
Average Age:	51.83	Average Age:	46.90
Average Length of Service:	20.16	Average Length of Service:	8.77

Officials/Administrators EEO Category 1: 29	Professionals EEO Category 2: 50	Technicians EEO Category 3: 0	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 3	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 13.10%	Hire Rate: 8.33%	Number Hires: 7	Transfer In: 0
Retirements: 5 (1 was SLIP)	All Terminations: 3	Voluntary Quits: 3	Transfer Out: 0

# of Classes Used: 28	Most Populous Classes: Admin Assistant 2 (11), Exec Off 3 (9), Accountant 3 (8)		
Separations - By Class:	Admin Assistant 2 (3), 8 classes with 1 incumbent each		
# Eligible for Retirement:	12 in next 5 years	% Eligible: 14.63%	

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '09)

Vacation Payouts: \$46,957.86	Sick Leave Payouts: \$6,000.00	Annual Payroll: \$6,087,091	Avg. Base Salary: \$71,106.45	Overtime Days Worked: 335.5
Overtime Cost: \$89,519.93	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$0	Vacation Pay - Earned Value: \$413,758.98	Vacation Days Earned: 1,604.9	Vacation Used Expense: \$307,857.89	Vacation Days Taken: 1,173.6
Workers' Comp Days Used: 0	Sick Leave Days Earned: 1,487.8	Reg. Sick Leave Used Expense: \$183,616.86	Reg. Sick Leave Days Used: 776.2	Converted Sick Leave To Vacation Days Used: 252.5
	Sick Leave -Earned Value: \$390,093.07		Avg. Sick Leave Days Per EE: 9.47	Converted Sick Leave To Vacation Used Expense: \$75,256.00
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	Reclassifications Up (Filled): 4 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$33,820.80	Grievances Contract Grievances: 2 Disciplinary: 2 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$9,824.45	Funeral Days Used: 38.7	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$0	Jury Leave Days Used: 0	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '09. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Underutilization [UU] and Gains/Losses)

Females: Begin of Year (FY '09) UU: 0	Minorities: Begin of Year (FY '09) UU: 0	PWD: Begin of Year (FY '09) UU: 4
Gains/Losses (FY '09): 0	Gains/Losses (FY '09): 0	Gains/Losses (FY '09): -2
End of Year (FY '09) UU: 0	End of Year (FY '09) UU: 0	End of Year (FY '09) UU: 6

Sources: AS400 Queries; "Just the Facts for FY09" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: December 2009